

Durham County Government Benefits Overview

Durham County employees who work at least 50% or more are eligible for the following benefit package:

- County Contributes 95% of Employee only, Basic option Health insurance*
- County Contributes 100% of Employee only Dental insurance
- County Contributes 100% Employee & Family Vision insurance
- Life insurance/Accidental Death & Dismemberment insurance at 1x salary

*The County pays 100% of the Employee only, Core option Health Insurance for those employees who have gotten a Health Risk Assessment (HRA). The County pays a pro-rated share of this benefit package for part-time employees.

Employees may also purchase the following benefits via payroll deduction:

- Dependent Health insurance (the County contributes 50% of the cost)
- Dependent Dental insurance
- Dependent Life insurance
- Short Term Disability insurance
- Long Term Disability insurance
- Long Term Care insurance
- Hospital Confinement insurance
- Flexible Spending Accounts
 - Health Care Reimbursement Account
 - Day Care Reimbursement Account
- Qualified Transportation Expense Accounts

Employees may cover eligible dependents and/or same sex Domestic Partners with the appropriate documentation. Once you enroll in benefits you are not able to change your selections until the next annual enrollment period, unless you have a Status Change Event. Status Change Events include marriage, birth, divorce, adoption, death, or a change in eligibility of employee, spouse or dependent. Please contact Human Resources within 30 days if you have a Status Change Event.

Retirement Plans –

All permanent Durham County employees who work at least 1,000 hours per year (52%) are members of the Local Governmental Employees' Retirement System (LGERS). You will receive instructions from Human Resources on sending your LGERS beneficiary designation information directly to LGERS.

All permanent Durham County employees who are members of the LGERS are also eligible for a County contribution of 5% of salary to the Prudential 401 (k) supplemental retirement plan. Law Enforcement Officers are eligible for a County contribution of 5% to the Prudential 401 (k) supplemental retirement plan.

Employees may also make voluntary contributions to the Prudential 401 (k) or a Nationwide Retirement Solutions or ICMA-RC 457 plan.